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MORE LIFE
WHERE'D J-LO GO?
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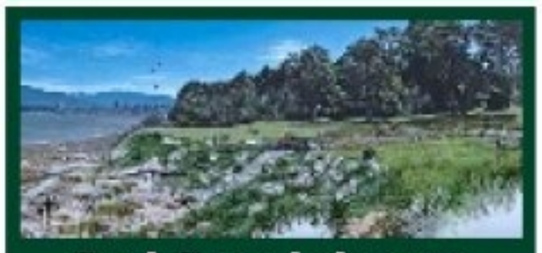
metroLIFE

Renee Black is the executive director of PeaceGeeks, an app that helps refugees.
JENNIFER GAUTHIER/METRO

'BRIDGING THE GAP'

Vancouver tech organization launches app to connect refugees with services
metroNEWS

High-heels debate should go beyond bars and restaurants
metroNEWS



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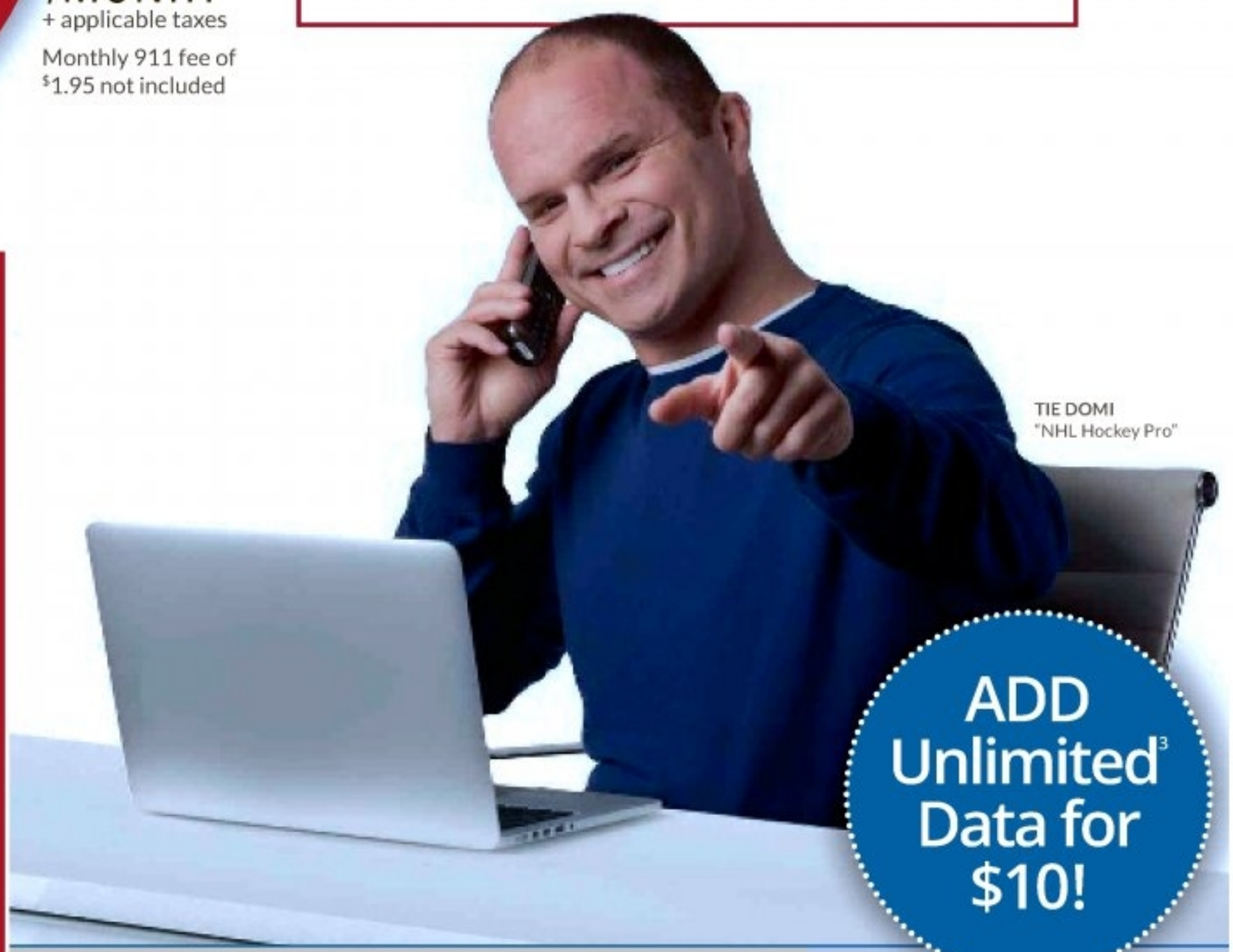

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Sexualized dress codes go further than bars: Experts

GENDER EQUALITY

Researchers say double standard is omnipresent

Servers clad in short skirts and stilettos could soon be a thing of the past, as B.C. and Ontario take steps to ditch sexualized dress codes. **But women in other industries can face unwritten expectations of lipstick and heels, say workplace equality experts.** TIM IRELAND/THE ASSOCIATED PRESS

Servers clad in short skirts and stilettos could soon be a thing of the past, as British Columbia and Ontario take steps to ditch sexualized dress codes. But women in other industries can face unwritten expectations of lipstick and heels, say workplace equality experts.

Researchers and human rights lawyers say a broader discussion is needed to address the pressures faced by women to spend more time and money on their looks than men. Gender stereotypes can permeate all kinds of workplaces, including when it comes to physical appearance, they say.

"Women can be judged more harshly due to these pervasive stereotypes," said Julie Nugent, vice-president and centre leader at the Catalyst Research Centre for Corporate Practice, part of a multinational non-profit organization. "When you think about dress and physical appearance, women face higher standards in a lot of cases than men."

Nugent said women leaders are often subject to what's known as the "Goldilocks syndrome," where they're perceived as either too tough or too soft, but never "just right." This also affects expectations for how women dress, in which their looks are scrutinized more than men's, she said.

"Sometimes that (focus on appearance) could even take away from a woman's abilities or her leadership style," she said. "That can be sort of white noise in the background."

B.C. Premier Christy Clark recently voiced support for a private member's bill that would have banned mandatory high heels in the workplace. But rather than pass the bill, her government is looking for the most "effective way" to make the fix, which could include changes to regulations.

The Ontario Human Rights Commission put forward a policy position last year making it clear that requiring female staff to wear high heels, low-cut tops or short skirts could violate the human rights code. It also contacted major restaurant and bar companies, with many saying they had already changed their dress code or planned to do so.

Renu Mandhane, chief commissioner of the Ontario Human Rights Commission, said the issue comes up most often in restaurants and bars.

"Often, when you're talking about offices and businesses, it's more about the implied expectation, rather than a formalized dress code," she said.

She said businesses can have a dress code as long as it's not discriminatory by imposing different or more onerous obligations on women. For example, it can't require that women wear skinny jeans and men wear straight-cut jeans — it should provide both options for both genders.

"If women want to wear skinny jeans, that's totally fine. It's about providing equivalent options so that they don't feel they have to wear something they may not feel comfortable with."

Robyn Durling, communications director of the B.C. Human Rights Clinic, said the province's human rights code already bans dress codes that discriminate on the basis of gender. But any regulatory changes by the premier would reaffirm the human rights code, he said.

He said Clark's government could amend workers' compensation policy to state that high-heeled shoes can cause injuries and therefore employers can no longer require staff to wear them. THE CANADIAN PRESS

COURT

Former watchdog sues B.C.

British Columbia's former children and youth representative has launched legal action against the provincial government, alleging it broke an agreement about her pension benefits.

Mary Ellen Turpel-Lafond filed a notice of civil claim in B.C. Supreme Court on Friday, saying she made a verbal agreement with a legislative clerk in 2006 that promised her 1.5 years of pension entitlement for each year of service, but that promise has not been fulfilled.

Court documents said Turpel-Lafond asked for a leave of absence from her position as a provincial court judge in Saskatchewan in order to accept the job as B.C.'s first-ever children's watchdog. The leave required her to waive her right to contribute to the judge's pension, so she wanted to make sure she got comparable benefits in her new position, the documents said.

But Turpel-Lafond learned in 2008 that she was not getting the pension entitlement she said she was promised, and the notice of civil claim said she raised the issue with government representatives several times over the decade she spent as B.C.'s children's representative.

Court documents show Turpel-Lafond is seeking unspecified damages for mental distress, and a declaration that she is entitled to a bigger pension entitlement.

During her time as children's representative, she issued a number of scathing reports critiquing how the province treated children in care, particularly Indigenous children. THE CANADIAN PRESS

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App to bridge refugee gap

TECHNOLOGY

Software to help newcomers find resettlement services

Wanyee Li
Metro | Vancouver

Renee Black is the CEO of Peace Geeks, a non-profit that uses technology to promote human rights. JENNIFER GAUTHIER/METRO

A Vancouver tech organization plans to launch an app that will help refugees connect with resettlement services once they arrive in Canada.

Many Syrian refugees will have already used a version of the app, called Services Advisor, which was made in partnership with the UN's Refugee Agency and launched in Jordan refugee camps in 2014. A Canadian addition would function as the go-to place for all things resettlement, including language, health, housing, and career services.

The idea is to put refugees on a path to success and integration, said one Vancouverite who volunteers with Peace Geeks.

"When refugees come here, myself included, I was very dependent on technology," said Mohammed Alsaleh, a Syrian refugee who arrived in Canada a little over two years ago.

"I used Google maps to find my way, I used Google search to look up things. But there is no app specific to refugees or immigrants, bridging the gap between settlement work and technology."

Alsaleh now works with refugees as a resettlement counsellor at Immigrant Services Society of B.C. (ISSofBC). He says an app like this could become a valuable tool for resettlement workers as well.

"It (could have) a future of developing a platform that can be very much like the software doctors have in their medical clinics, where every patient has their profile and then you can have all their needs, everything about them in one place," said Alsaleh, who studied medicine in Syria before the war forced him to flee.

> When we look at the current political context, integration is really important and perhaps more important than it has ever been, at least in my lifetime.
> Renee Black

The app is still in the early stages of development and Peace Geeks plans to conduct consultations with the refugee community to ensure the app fits their needs, said Peace Geeks CEO Renee Black.

The non-profit is currently running against nine other finalists for $750,000 of funding in the Google Impact Challenge. That kind of money will go toward making an app that can tailor resettlement search results based on refugees' profiles. For instance, a single mother with two children will receive information about health and school services.

"It can be an overwhelming process and there are a lot of services out there but not all of them are relevant to you," explained Black.

The app will launch first in the Lower Mainland and Black has been working with service providers in Metro Vancouver for a year and a half to gather support for the app.

Recent events, like the election of Donald Trump and the rise of white supremacy events around the world have only spurred Black's determination to help refugees succeed in their new home.

"When we look at the current political context, integration is really important and perhaps more important than it has ever been, at least in my lifetime," she said.

REAL ESTATE

Skilled workers exempt from tax

Jen St. Denis
Metro | Vancouver

Foreign nationals coming to B.C. as workers through the provincial nominee immigration stream will not have to pay a 15 per cent foreign buyers tax on Metro Vancouver real estate.

The exemption will be available to workers who purchase a principal residence in Metro Vancouver. The province is also tweaking the rules so that foreign buyers can get a rebate on the tax if they become permanent residents or Canadian citizens within one year of buying a principal residence. To be eligible for the rebate, the buyers must have also lived in the home continuously for one year.

The B.C. government introduced the 15 per cent property transfer tax in July 2016, shortly after publishing the results of its first-ever collection of foreign buyer data which showed foreign nationals purchased 10 per cent of Metro Vancouver homes between June 10 and July 14.

In December, the government introduced a new interest-free, publicly funded down payment loan available to first-time homebuyers for homes worth up to $750,000.

"Together with other housing affordability initiatives introduced by the provincial government, the additional property transfer tax has helped moderate prices and create the conditions that are allowing housing supply to catch up to demand," de Jong said in a statement.

De Jong said the exemptions will help the province to continue to attract highly skilled workers for industries like tech.

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Bathroom signs welcome trans people

LGBTQ

City hall debuts signage to be rolled out at civic facilities

Jeff Hodson
Metro | Vancouver

Vancouver City Hall has changed its washroom signage to be more inclusive to trans, gender variant and two-spirit people.

The new signage, which has been installed at city hall and will be rolled out at other civic facilities in the coming months. The sign reads: "Trans people welcome."

In a statement Friday, city manager Sadhu Johnston said the updated signage aims to help trans, gender variant and two-spirit individuals feel safer accessing the washroom facility that they most identify with.

Many trans people face discrimination and barriers to even basic human needs, the city notes.

"Everyone has the right to safe and inclusive washroom facilities," Johnston said. "This change is another step towards ensuring equality and inclusion for all."

The signage update is part of the city's larger plan that was approved last July to make Vancouver safer and more welcoming of trans people. The plan also includes providing trans inclusion training to senior staff and an update the city's grant priorities to reflect a focus on inclusion of trans, gender variant and two-spirit people.

WITH FILES FROM MATT KIELTYKA

New signage has been installed at Vancouver City Hall to be more inclusive. COURTESY CITY OF VANCOUVER

FIRST NATIONS

UBC, FNHA partner to improve health

Wanyee Li
Metro | Vancouver

UBC is putting $1.5 million toward improving the health and cancer outcomes for First Nations communities by funding a new research position that will work with the First Nations Health Authority.

The FNHA is donating another $1.5 million toward the position, which will have $3 million of funding in total to develop strategies to prevent cancer while acknowledging how colonization has led to the current health challenges First Nations communities face.

Indigenous communities (except Métis youth) report lower levels of overall health compared to non-Indigenous populations, according to a 2012 Statistics Canada report. Colonization and a history of marginalization and racism have contributed to that disparity in health outcomes.

The FNHA hopes this partnership helps First Nations take control of their health.

"The FNHA looks forward to partnering with UBC on this chair as an initial step to creating a broader collaborative relationship to address First Nations health and wellness in the spirit of reconciliation," said Joe Gallagher, CEO of FNHA.

The research chair will not only analyze epidemiological data from First Nations communities, it will also chronicle oral traditions about health and wellness.

It's a step in the right direction, said Johnna Sparrow-Crawford, a member of the Musqueam band.

"Drawing on all parts of our beliefs is critically important because it's all tied together — mental, physical and spiritual," said Sparrow-Crawford, who is a breast-cancer survivor.

"I think that we absolutely need to blend the two worlds together in prevention and treatment of cancer for our people — it's a win-win solution."

UBC and FNHA have started looking for someone to fill the position. The researcher will work out of both UBC's Faculty of Medicine as well as FNHA, located in the traditional territory of the Coast Salish people in North Vancouver.

IN BRIEF

Mounties investigating 3 deaths in Moberly Lake

The RCMP are investigating the deaths of three people in the remote northeastern B.C. community of Moberly Lake.

Investigators say Mounties from the Chetwynd detachment discovered the bodies in a home in the Lakeview subdivision after responding to a report of a disturbance Friday morning.

No names or other details concerning the deceased have been made public.

An RCMP release says members of the force's Victims Assistance Service have been at the scene helping those affected by the incident.

It also says that police do not believe there is any further risk to the public.

The RCMP North District Major Crimes Unit is investigating the deaths in co-ordination with the BC Coroners Service.

THE CANADIAN PRESS

An artist's rendering of Volunteer Park in Kitsilano with a re-established stream and beach access.
PHOTO ILLUSTRATION BY LANDSCAPE ARCHITECT PAUL SANGHA

Dreaming of a restored stream

KITSILANO

Park board 'excited' about biodiversity-boosting plan

Ashley Singh
For Metro | Vancouver

In an effort to bring back biodiversity and to better manage Vancouver's rainwater, the Vancouver Park Board is considering a plan to restore a historical stream through Volunteer and Tatlow parks on the city's West Side.

Park Board chair Michael Wiebe said there's a sense of excitement from the public and Kitsilano residents over the plan, which aims to reconnect the stream to English Bay and include a pathway for the public to have access to the beach.

"There's an aging population in the area that would love to have access to the beach," said Wiebe. "So to have a pathway for people to get down is something people have requested … We're excited about it."

Currently the proposals are going through public consultation and board approval will be determined this summer.

"Our goal is to have it built by next year," he said. "How the actual final design goes — there are a few things we still have to work on, like figuring out where the water sources come from and how that's going to work."

> **I think we're going to see more of these types of projects move forward.**
> Park Board chair Michael Wiebe

Wiebe said projects as such these can be difficult because it's hard to find funding. Luckily for this project, the board received a private donation from a local resident.

"It's very expensive to do this type of project, but because of the private donations that we have and the will of the board, which is pushing biodiversity and pushing wilding, I think we're going to see more of these types of projects move forward," he said.

The Park Board is working on similar projects, including creating a new salt water marsh on the east side of New Brighton Park in East Vancouver.

"It's just exciting that we're going to get to do this more and more in the city of Vancouver. We're excited that we already have three streams that have salmon that come right into the centre in the city of Vancouver; we want to continue to work to give more," said Wiebe.

The current salmon streams in Vancouver are Still Creek, Hastings Creek and the Musqueam Creek.

If approved, restoring the stream is expected to start next summer.

ABBOTSFORD

Four men in hospital after shots are fired at house party

Four men have been hospitalized after shots were fired at an Abbotsford house party.

Police say they were called to the house late Friday night to find large groups of people leaving the area.

Two men were found with unspecified injuries and police sent them to hospital by ambulance.

Two other men arrived at the hospital at the same time police were arriving at the house.

One of the men had gunshot wounds while the other had injuries from blunt-force trauma.

Police say the motive behind the incident is unknown, and they are still searching for people involved.

THE CANADIAN PRESS

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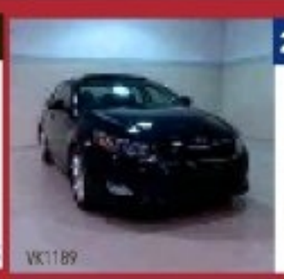

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A mural in an alley in Vancouver's Downtown Eastside depicts the ravages of a tainted drug epidemic. JENNIFER GAUTHIER/FOR METRO

Overdose deaths remain a record

OPIOID CRISIS

Don't be fooled by slight dip, warns coroner

Jen St. Denis
Metro | Vancouver

Deaths linked to drug overdoses fell slightly in January and February compared to a spike in November and December — but they're still staggeringly high compared to previous years.

Figures released by the B.C. Coroners Service show that 102 British Columbians died from overdoses in February, compared to 117 in January. That means the province has recorded the highest ever number of deaths — 219 — in January and February. The February number is nearly double the deaths recorded in the same month in 2016.

"People are dying in far higher numbers than we've ever seen," said Lisa Lapointe, B.C.'s chief coroner, "and a slight decrease in fatalities from the previous month should not be seen as any indication that the risk has decreased."

The illicit drug supply is widely contaminated with fentanyl, a powerful synthetic opioid that is more likely to lead to an overdose. But in November 2016 an even more potent form of the opioid, carfentanil, was found to be present in Vancouver street drugs.

In mid-2016, health officials thought they had started to get the overdose crisis under control as death rates briefly fell.

But by autumn, deaths had begun to climb once again: 56 in September, 67 in October, then a jump to 128 deaths in November and another spike to 142 in December.

In response to the rising numbers, health officials opened several overdose-prevention sites across B.C. where people can use drugs in the presence of trained staff and volunteers who can administer naloxone, an overdose-reversal drug, and call first responders if someone overdoses.

Lapointe said none of the overdose deaths have occurred at any of those sites; 89 per cent of the deaths happened when people were using drugs inside their home.

"This is evidence that these sites are saving lives. People need to be encouraged to visit these sites as the majority of deaths are occurring when people use illicit substances without medical attention or assistance nearby."

102

Number of British Columbians who died of overdoses in February, nearly double the number of deaths in the same month last year

DOWNTOWN EASTSIDE

Man accidentally shoots himself

A man in Vancouver was sent to hospital with injuries described as life-threatening after he accidentally shot himself.

Police say they were called to the Maple Hotel in the Downtown Eastside around 2:30 a.m. Saturday.

They say a man was reported to have collapsed outside the front of the hotel.

Officers who found the man realized he had been shot.

The man was rushed to hospital and is now in stable condition.

Police say his injuries were "accidentally self-inflicted" and they are now investigating his possession of the firearm and potential charges.

THE CANADIAN PRESS

Canadian teacher wins $1M prize

EDUCATION

Educator from remote Quebec town works with Inuit youth

Canadian teacher Maggie MacDonnell beat out applicants from around the world. MARTIN DOKOUPIL/THE ASSOCIATED PRESS

A Canadian school teacher whose teaching philosophy underscores hope and acts of kindness in an isolated corner of Quebec won a $1 million prize Sunday in what has become one of the most-coveted and high-profile awards for teaching excellence.

Maggie MacDonnell was awarded the annual Global Teacher Prize during a ceremony in Dubai, United Arab Emirates, beating out thousands of applicants from around the world.

The prize was established three years ago to recognize one exceptional teacher a year who has made an outstanding contribution to the profession, employs innovative classroom practices and encourages others to join the teaching profession.

MacDonnell was among 10 finalists flown to Dubai to attend the ceremony. The nine others hail from Pakistan, the U.K., Jamaica, Spain, Germany, China, Kenya, Australia and Brazil.

MacDonnell has been teaching for six years in a remote Arctic village called Salluit. According to her biography, Salluit is home to the second northernmost Inuit Indigenous community in Quebec, with a population of just over 1,300, and can only be reached by air.

Her perseverance to continue teaching in the remote area, where many teachers leave their post midway through the year, made her a standout for the award. MacDonnell created a number of programs for boys and girls, including job mentorship and funds to assist with healthy meals. She also established a fitness centre for youth and adults in the local community, where drug use and alcoholism rates are high due to the region's harsh winters and isolation. The tiny village witnessed six suicides in 2015, all affecting young males between the ages of 18 and 25.

Her approach focuses on emphasizing "acts of kindness" such as running a community kitchen and attending suicide prevention training.

"The memory that continues to haunt me is when I see these Canadian teenagers, their very own classmates of the deceased, literally digging the grave," she said.

"I didn't know until I came to Salluit that that was a Canadian reality." THE CANADIAN PRESS

QUEBEC

Martine Ouellet named leader of Bloc Québécois

One of the most hardline sovereigntists in Quebec's legislature was crowned leader of the federal Bloc Québécois on Saturday after no other candidates emerged to oppose her.

Martine Ouellet is a former Parti Québécois cabinet minister who now sits in Quebec's legislature as an independent. She wasted no time going after Justin Trudeau, telling a rally Saturday that the prime minister is a friend of the oil companies. THE CANADIAN PRESS

Bill focuses on elevator contractors

Maintenance contractors would be held responsible for getting broken-down elevators up and running in relatively short order under proposed novel legislation in Ontario that seeks to address what some have deemed a crisis.

The legislation, which also calls for changes to the provincial building code, is expected to be introduced on Wednesday by Liberal MPP Han Dong, who has spent months crafting the bill.

Under the Reliable Elevators Act, elevators in most buildings would have to be repaired within 14 days — seven days for those in long-term-care and retirement homes. To achieve the aim, the bill aims to amend the definition of a consumer under the Consumer Protection Act to include those who hire elevator-maintenance contractors.

The proposed legislation seeks to bridge a glaring gap between current stringent safety regulations and "elevator availability" in which users have little recourse. THE CANADIAN PRESS

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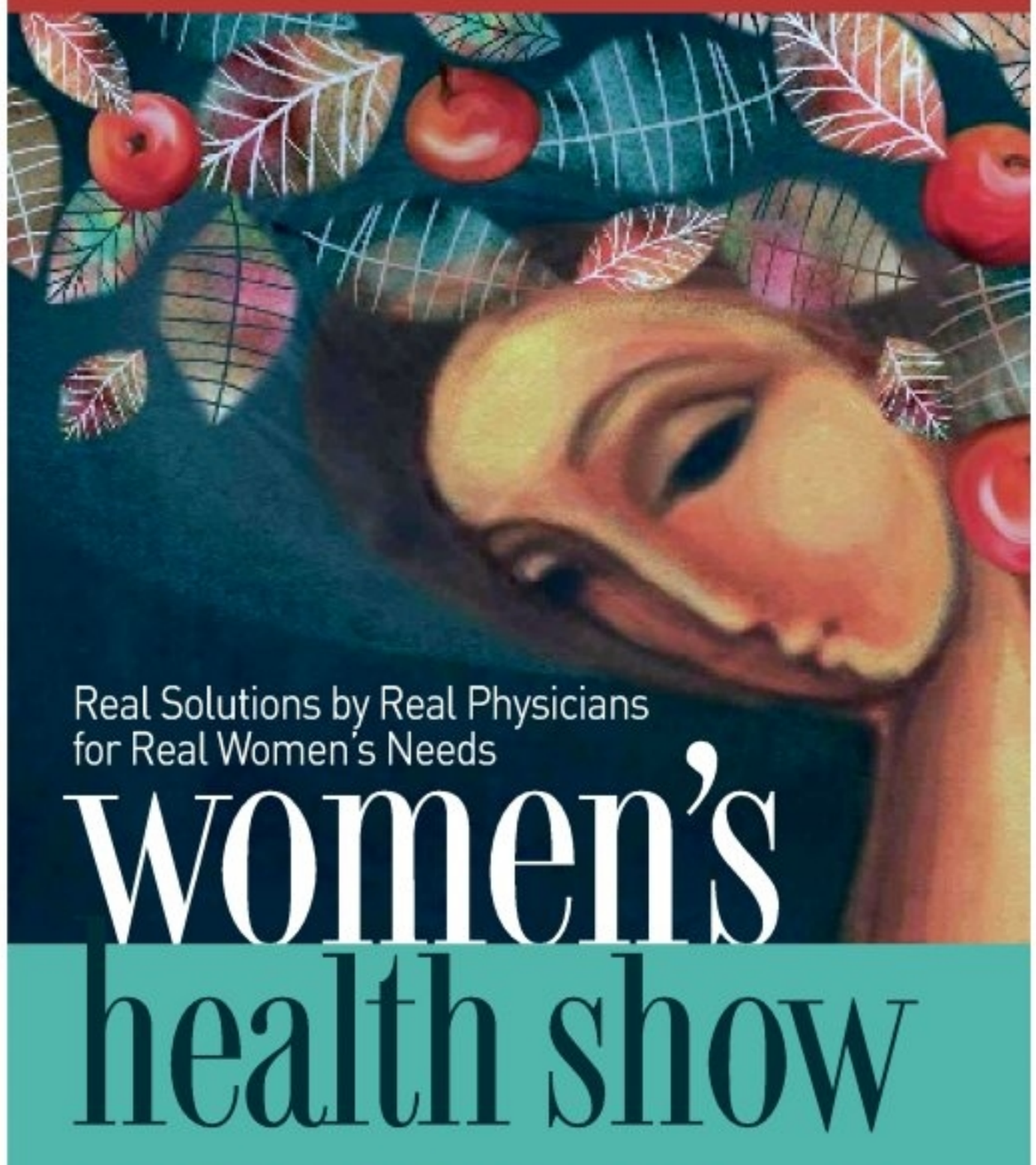

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FAMINE CANADA PLEDGES $120M TO HELP AVERT DISASTER Women and men carrying away earth on March 8. They were digging to build a dam so that if rains come, the water can be stored near Bandar Beyla in Somalia's semi-autonomous northeastern state of Puntland. Canada will provide almost $120 million to help avert the prospect of starvation for 20 million people in Nigeria, South Sudan, Somalia and Yemen. The pledge comes in response to a United Nations warning earlier this month that the desperate situation in the four countries represents the "largest humanitarian crisis" the world has faced since the end of the Second World War. The UN has said $4.4 billion in humanitarian aid is needed by July to avert disaster. THE ASSOCIATED PRESS

Site takes a risk to resist Trump

POLITICS

Move reflects willingness of tech firms to push back

Meetup is taking a leap into the Trump resistance.

The New York-based networking site will unveil plans in the coming days to partner with a labour group — under the guidance of a former Hillary Clinton aide — to co-ordinate protests among more than 120,000 activists already involved with anti-Trump Meetup groups.

It's a risky move for a tech company that has helped millions come together to share interests of all kinds, from hiking to languages to President Donald Trump himself. But it reflects an increasing willingness of some major technology firms to push back against the Republican president.

Meetup CEO Scott Heiferman said that the new arrangement, to be known only as #Resist, gives the loosely organized protest movement the infrastructure needed to execute large responses to the new president's policies.

"It's one thing for a CEO to say, 'I'm going to stand up against a politician,"' Heiferman said. "It's even further for the company itself to mobilize people."

> **When a certain line is crossed, we have a civic duty not to be quiet.**
> Scott Heiferman

For Heiferman and other tech leaders, Trump's push to block immigration from several Muslim-majority countries marked a tipping point.

"When a certain line is crossed," he said, "we have a civic duty not to be quiet."

The White House did not respond to a request Friday for comment about Meetup's plans.

About 40 technology companies met privately this month in New York City to brainstorm ways to push back against Trump policies on immigration, transgender protections, women's health and arts funding, as well as more traditional technology issues like net neutrality and encryption.

Kickstarter and Meetup were also among 58 technology companies that signed a friend-of-the-court brief on Tuesday charging that the White House's revised immigration plan would harm their employees and customers.

Airbnb, Apple, Twitter and Yelp filed a court brief late last month to protest the Trump administration's decision to rescind guidance that instructed schools to allow transgender students to use bathrooms that match their gender identity.

The car service Lyft recently pledged $1 million to the American Civil Liberties Union.

THE ASSOCIATED PRESS

Global digest

Government should apologize to Omar Khadr, lawyer says

As the Canadian government offers an apology and millions in compensation for Ottawa's role in the detention and torture of three Canadians held in Syria and Egypt, federal lawyers appear to be digging in for a long fight against former Guantanamo Bay detainee Omar Khadr, who was 15 years old and grievously injured when he was captured in 2002.

Lawyers for Khadr, now 30, have been fighting the government since 2004 regarding abuses they say occurred to the captive under the Liberal and Conservative administrations.

The crux of the $20-million suit is Canada's unwillingness to recognize that according to international law, Khadr should have been treated as a child soldier during his incarceration.

Most damning is the allegation that Ottawa not only failed to protect Khadr as a passive bystander during the abuse of the teenage prisoner, but co-operated with the U.S. in violation of Canadian constitutional and international laws protecting the rights of minors.

TORSTAR NEWS SERVICE

Uber president resigns

Jeff Jones, the president of the embattled ride-hailing company Uber, has steppe down just six months after taking the job.

Uber on Sunday confirmed Jones' resignation and in a brief statement wished him the best.

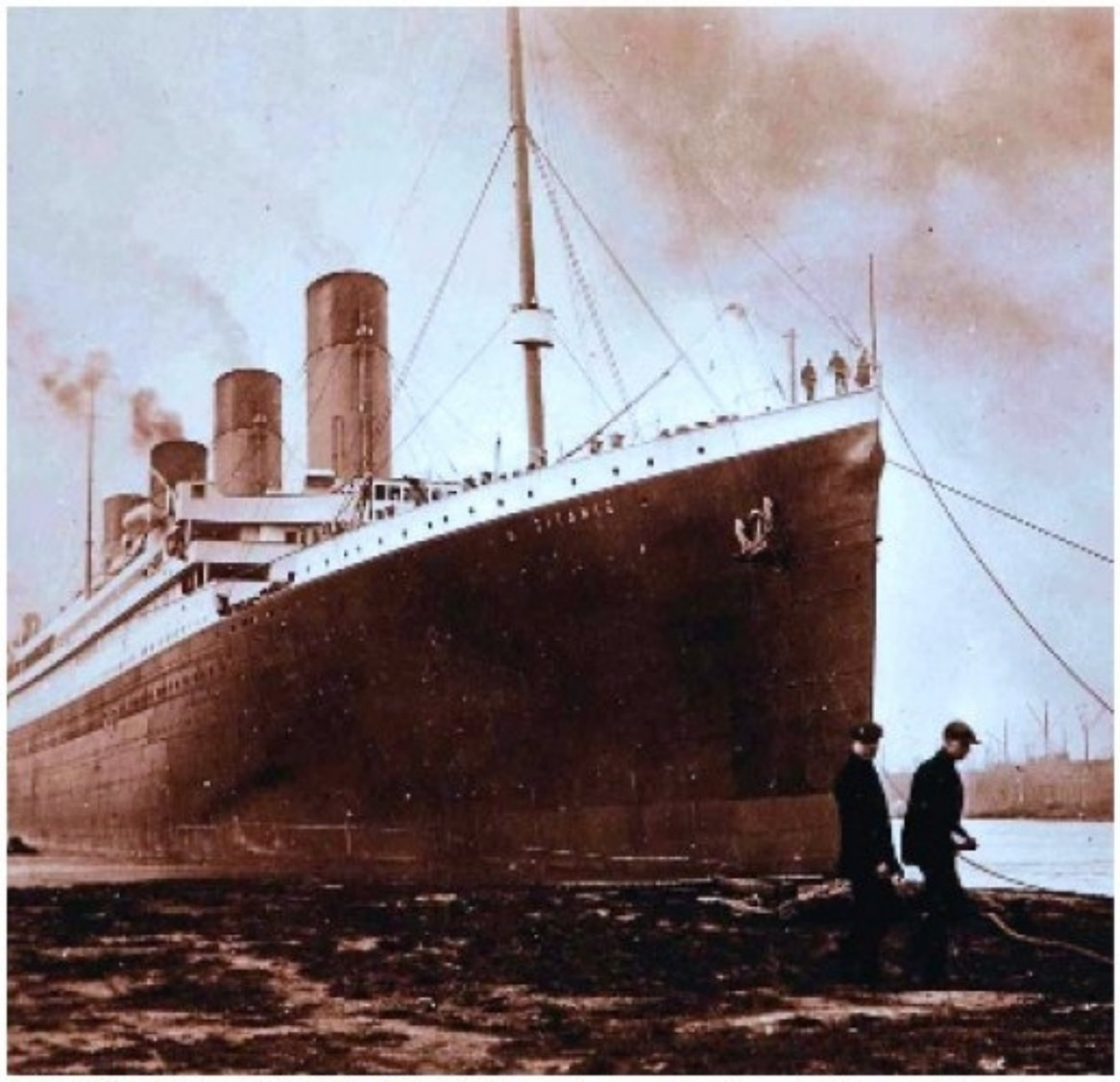
Jones' departure comes days after Uber CEO Travis Kalanick said the company will hire a chief operating officer who can help write its ``next chapter.''

The San Francisco-based firm has been hit by several controversies, including allegations that it routinely ignores sexual harassment. A recent video showed Kalanick profanely berating a driver who confronted him about steep cuts in Uber's rates.

Uber also acknowledged it has used a program to thwart authorities who have been trying to curtail or shut down its service in cities around the world.

Jones had left Target, where he was chief marketing officer, to join Uber in September.

THE ASSOCIATED PRESS



RESEARCH TRAVELLING TO THE TITANIC Researchers are planning what they say is the first manned submersible expedition to the Titanic since 2005. OceanGate Expeditions recently announced that the seven-week research mission will depart from Newfoundland, Canada, in May 2018. The experts say the goal of the mission is to assess the condition of the wreck and document — but not collect — artifacts at the protected site. The doomed British luxury liner sank on April 15, 1912, after striking an iceberg on its maiden voyage from Southampton, England, to New York City, killing more than 1,500 people. The Titanic is seen in Belfast in a family album. THE ASSOCIATED PRESS

Tax agency's 'more aggressive' approach

CRIME

Panama Papers fuelled new investigations and regulations

For the Canada Revenue Agency, the Panama Papers was a line in the sand.

Unlike previous leaks, tax cheats named in the massive database won't be offered amnesty; instead, they're more likely to end up doing hard time.

"This is a more aggressive CRA," said assistant commissioner Ted Gallivan.

Tax fraudsters identified in the Panama Papers will not be allowed to clear their name by declaring their hidden assets and paying back taxes and interest, a process called voluntary disclosure.

"(The Panama Papers) allows us to showcase how the CRA has changed," Gallivan said. "There's a bit of a paradigm shift for us: no voluntary disclosures and a lot more criminal investigations."

"It sends the message that it's not just tax evasion, it's not just white collar crime, it's a serious criminal offence and it comes with serious criminal consequences," said Gallivan.

Internationally, Canada has long been considered lax on white collar crime, with few prosecutions and prison sentences measured in months, not years.

But after the Panama Papers were made public last April, the new Liberal government quickly announced a nearly $500-million investment in the CRA to bolster tax enforcement.

Early results reflect an ongoing reorientation toward fewer high-value tax cheats and a focus on multinational corporations.

The number of criminal convictions for tax evasion has dropped dramatically from 137 in 2011-12 to only 17 so far in 2016-17, yet the criminal fines imposed have almost tripled from an average of about $46,000 to over $123,000 for each offender.

Sentences are up, too, from an average of 18 months in 2011-12 to 26.5 months this year, according to numbers provided by the CRA. Additional tax collected by CRA audits has increased almost 45 per cent over the last six years from $8.7 billion in 2011-12 to $12.6 billion in 2015-16. More and more of these audits target large and multinational corporations, producing tax assessments that have more than doubled in the last three years from $6.1 billion in 2013-14 to a projected $13 billion this year.

In order to move more quickly from investigation to prosecution, in the last year 230 people have been added to the compliance department and lawyers are now being embedded in investigating teams.

The Panama Papers even spawned a new branch of the CRA, known as International, Large Business and Criminal Investigations, which operates under Gallivan's personal watch. This branch will be taking on the most complex, big-ticket cases that often have an offshore component and involve sophisticated tax professionals, the enablers of tax evasion. TORSTAR NEWS SERVICE

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Simple tips to safeguard your email

YAHOO HACK

Make yourself less of a target with this advice from an expert

Many people are still not taking routine precautions to safeguard their email — and hackers are exploiting that.

According to U.S. officials who filed charges in a massive Yahoo break-in, Russian hackers didn't have to work very hard to break into people's email accounts, even those belonging to government officials or powerful executives.

There are a few simple ways to help safeguard your email.

DON'T REUSE PASSWORDS

Many online break-ins result when people have reused a password across, say, their email, social and financial accounts. If it's compromised at any one of those services, the others are suddenly vulnerable.

STRONGER PASSWORD

The more complicated and lengthy a password is, the harder it will be for hackers to guess. Don't include your kids' names, birthdays or references to personal details. Hackers search Facebook and Twitter for clues to passwords like these. Obvious and default passwords such as "Password123" are also bad, as are words commonly found in dictionaries, as these are used in programs to automate guesses.

HAVE YOUR PASSWORDS MANAGED FOR YOU

Make things easier on yourself by using a password-manager service which keep track of multiple complex passwords for you. "It's more secure and it makes your life easier," said Jamie Winterton, director of strategy at the Global Security Initiative at Arizona State University.

MULTIFACTOR AUTHENTICATION IS A MUST

The next line of defence is two- or multifactor authentication, which asks users to enter a second form of identification, such as a code texted to their phone, when they log in.

KEYWORDS MATTER

According to the indictment, the hackers searched email accounts for keywords like "passwords" to find people's passwords for other accounts. They also searched for "credit card" "visa," among other terms. So think twice before you use common key words that can serve as a road map to sensitive information. And don't save passwords in old emails. THE ASSOCIATED PRESS

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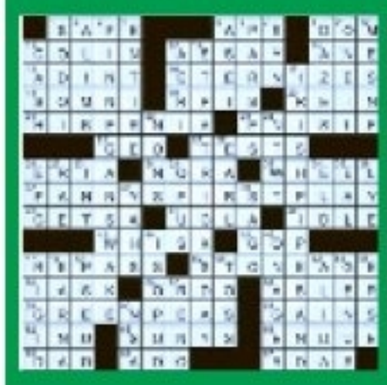

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metro VIEWS

PHILOSOPHER CAT by Jason Logan

URBAN ETIQUETTE **ELLEN VANSTONE**

THE QUESTION

How do I tell my coworker her chatter is a time waster — without sounding like a grump?

Dear Ellen,

I've noticed a coworker spends most of her day doing personal things — YouTube, Facebook, looking at home improvement supplies, chatting with work friends or making personal calls. She also talks to me and sends me emails about her interests, which is distracting. I resent it since she doesn't seem to value my time, and even more so because I know she is paid much more than me. My other colleagues tease me for not caring to look at baby photos or hear pet stories. How can I bring this up without seeming like a complete curmudgeon?

V. Busy

Dear V.,

There are two issues here.

The first issue is taking control of a problem of your own making. I spent years before I finally diagnosed this in myself, and I now see it everywhere around me (i.e., the corner we paint ourselves into when we want something, but don't want to be seen as wanting something).

If you want something, you have to ask for it. Somehow a very bad idea has arisen in some quarters of "polite" society that it's rude to pipe up and "selfishly" ask for better treatment instead of just sucking it up like a gentleman, or martyr, or whatever gloss your own particular culture puts on this walk-all-over-me-whilst-I-seethe-self-righteously approach. But resenting people because they can't read your mind and don't subliminally discern your needs is a mug's game.

In fact, it's more polite, and respectful, to give the other side a chance to behave better by clearly stating your request. In your case, you have every right to ask your colleague to please stop interrupting you with non-job-related comments, Internet artifacts, or family photos so you can fully concentrate on getting your own work done.

Which brings us to the second issue: accepting that you have no control over the outcome of your polite request.

It's possible your time-wasting, Internet-addicted, over-compensated colleague will blush with shame when you point our her lack of professionalism, and immediately, quietly adopt your own admirable work ethic. But by the sounds of it, it's more likely she and the rest of your coworkers will indeed write you off as a "complete curmudgeon."

So be it. We curmudgeons are totally underrated. Carry on, maybe buy some noise-cancelling headphones, and wear the badge proudly.

Need advice?
Email Ellen:
scene@metronews.ca

The new and improved Women's Studies

Vicky Mochama
Metro

Teachers are everyday heroes. I am glad one Canadian teacher was just rewarded with a $1-million prize for her work in a remote Inuit school. But there are yet more heroes whose work needs to be acknowledged, including a teacher in Clyde, Alta., who has launched a Women Studies class to help young girls navigate the teen years.

At first, I thought it would offer the things I most needed as an awkward teen, like how to make medieval armour and influence people. But this isn't your standard women's studies class about deconstructing power and oppression (bor-ing).

Instead, the course teaches girls in Grades 6 to 9 how "self-improvement techniques," like choosing flattering hair styles and wardrobes, can "enhance their natural beauty and express confidence without over-shadowing who they are," according to the school's newsletter.

The course is part of the school's career and technology foundation program, naturally.

Learning the best hairstyles to frame your face is a female survival skill; it prevents one from crying at a hair salon, which is a sign of weakness that the salon will pounce on to sell you expensive high-end products.

And after all, how is a girl supposed to Lean In with bangs that cloud her vision?

These skills should be part of a full complement of courses to enhance a girl's education. In fact, more schools should offer them. Here's an idea: "Microeconomics and the art of spotting a marriageable high net worth individual." Of course, business acumen is not just about the numbers, but also the soft skills, which would require a class like "Language Arts: how to deflect praise away from yourself."

And in all honesty, if we're going to teach self-esteem to girls via online shopping, we can't forget about the boys.

Like the novelist and feminist Chimamanda Adichie says: "Why do we teach girls to aspire to marriage, and we don't teach boys the same?" Where is their course on the mechanical engineering of a wedding bustle?

The afternoon the Clyde girls spend on nail care and application should be a prerequisite for a high school diploma for boys. And in my experience, more than a few boys could have used lessons in other elements of the course, like table settings, dinner party etiquette and polite conversation.

The latter may not seem like the most pressing thing over, say, math and geography, but hold your judgement until you find yourself at a house party talking to a 44-year-old man about all of his March Madness picks and the rationales behind them.

Would that he could instead speak intelligently on the challenges of being a female in today's world.

I believe the children are our future, and I want their dinner parties to sparkle.

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Having sex boosts your productivity and engagement the following day at work, researchers find

5 QUESTIONS ABOUT THE MEANING OF DRAKE'S MORE LIFE

Drake has finally delivered More Life, but he hasn't necessarily handed us all the answers. The Toronto rapper unleashed his latest 22-track studio project Saturday, giving fans plenty of material to chew on. It seems like More Life has let him explore styles beyond his usual boundaries. He seamlessly pivots from catchy afrobeats to house vibes. Here are five questions to ponder while reflecting on the deeper meaning of More Life. **THE CANADIAN PRESS**

1 How did he pick those samples?

Drake spares no expense in showcasing his eclectic taste for memorable songs. He digs into the record crates for Lionel Ritchie's All Night Long, and throws it on the outro of Blem, while fellow soul legends Earth Wind & Fire get their song Devotion worked into Glow. But more surprising is Drake's magnetism to underdogs such as **South African house DJ Black Coffee** (pictured), whose jazzy Superman is the backdrop for Get It Together. He even throws a total curveball with a sample of His World, the theme from the Sonic the Hedgehog video game, on the track KMT.

2 Will his love of home ever fade?

Hints of Canada are scattered throughout, including a subtle nod at the mac and cheese formerly known as Kraft Dinner ("Mama never used to cook much. Used to chef KD," on Free Smoke) and Toronto-area spots ("Used to be at SilverCity Indigo. Used to be in lunchroom playing dominoes," on Do Not Disturb. He leaves time for one of Canada's most popular tourist attractions, though it's not quite a shining endorsement ("We evolved, used to think vacation meant **Niagara Falls**" he raps on Can't Have Everything).

PHOTOS: TORSTAR NEWS SERVICE/INSTAGRAM/FACEBOOK

3 Where did JLo go?

An appearance by **Jennifer Lopez** seemed like one of the few certainties of More Life. The Latina songstress posted an Instagram photo cuddling Drake a few months ago, which fuelled rumours of a tryst in the studio. Within days, a clip of their presumed collaboration Get It Together leaked online. But Lopez is missing from the final version, with her part replaced by U.K. newcomer Jorja Smith. However, Lopez isn't entirely absent — Drake raps "I drunk text JLo. Old number so it bounce back" on Free Smoke.

4 Did mom's words strike chord?

Drake's mom **Sandi Graham** offers wise words on the final moments of Can't Have Everything. In what appears to be a voicemail clip, she suggests her son checks his emotions. "I'm a bit concerned about this negative tone I'm hearing in your voice these days," she says. "That attitude will just hold you back in this life." She ends with a slight paraphrase on Michelle Obama's 2016 Democratic National Convention quote: "When others go low, we go high."

5 Will he really settle down?

Drake seems to take his mom's advice to heart, suggesting on Do No Disturb that he'll slam the brakes on his whirlwind music career. On the final track he lays out his plan saying, "Take the summer off 'cause they tell me I need recovery. Maybe getting back to my regular life will humble me. I'll be back 2018 and get you the summary." Maybe that'll be enough time to settle into his new mansion in **Toronto's posh Bridle Path** neighbourhood and ring a few doorbells. *(An imagined rendering of Drake brooding in his mansion is pictured, by design firm Norm Li for Torstar).*

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WHY I LIKE MY JOB

Sandra Dewsberry, 55, occupational therapist, St. Joseph's Care Group, Thunder Bay.

I've been an occupational therapist for over 30 years. In high school, when I was starting to think about what I'm going to do with my career, I did two placements in the occupational therapy roles, and I realized it's what I really wanted to do. I ended up doing a 33-month degree at McMaster University in health sciences, with a specialization in occupational therapy.

Today, I work on the mental health side in the psychiatric hospital with long-term care residents, who are mostly seniors with cognitive issues like dementia. We try to take a non-pharmacological approach to healing and figure out what might be agitating or upsetting patients (as many can't vocalize their issues). I have upwards of 40 clients, and for each, working with a patient's doctors, personal support workers and families, we come up with a specific action plan based on clients' needs. Sometimes that includes scheduling visits with psychiatrists or even priests, or maybe encouraging them to exercise — little things we can do to help them improve their quality of life.

But it's a very varied career. Working in long-term care is only one small aspect of what I've done. Over the years, I've worked in the community going into people's homes and improving the quality of life there. And you can work across all ages — from newborns to 100-plus.

It's a new day, every day. I love working with people. I love working to improve their quality of life as they're coming to the end of it.

THE BASICS: Occupational therapist

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Median annual salary for an intermediate-level occupational therapist, though with more experience, OTs can expect to earn upwards of **$90,000**.

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Projected rate of job growth over the next **eight** years.

Data for this feature was provided by caot.ca, mcmaster.ca, ualberta.ca, payscale.com and onetonline.com.

HOW TO START

Today, occupational therapists are required to have a master's degree in the field, and complete a minimum of 1,000 hours of clinical work. Schools across the country, including the University of Toronto, Dalhousie, the University of Alberta and the University of British Columbia, offer programs. There, students learn theoretical practices of occupational therapy — how different factors in life, such as a person's immediate environment, work or even personal relationships, might influence their health — as well as do hands-on clinical placements, where they put their learning to use. After university, prospective therapists must take a certification exam by the Canadian Association of Occupational Therapists to be allowed to practice.

WHERE YOU CAN GO

Occupational therapists work with people of all ages with physical or mental health issues. As a result, there are opportunities to work in hospitals and private clinics across the country, as well as schools, long-term care facilities (like nursing homes), and in private homes. There are opportunities to work with governments in all major cities (to advise on areas like disability accessibility, health planning and rehab programs). Many businesses also work with occupational therapists to develop plans for safe and healthy work environments.

BCIT Civil grad and Engineer in Training, Amanda works at Kerr Wood Leidal.
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metro SPORTS

Blue Jays centre-fielder Kevin Pillar went 0-for-7 attempting to reach base exclusively on bunts in a pair of minor-league exhibition games Sunday

Ducks escape from deep end of danger

MARCH MADNESS

Oregon rallies past Rhode Island, moves on to Sweet 16

With Oregon's season on the brink of an early NCAA Tournament exit, Tyler Dorsey and Canada's Dillon Brooks delivered as they have so many times this season in crunch time.

Dorsey hit a contested go-ahead three-pointer from the top of the arc with 38.4 seconds to play, then E.C. Matthews airballed a long three in the waning moments trying to force overtime, and third-seeded Oregon rallied in the second half to beat upstart No. 11 Rhode Island 75-72 on Sunday in the Midwest Region to reach the Sweet 16.

Dorsey also tied the game with a three with 1:45 remaining on the way to 27 points before Brooks, of Mississauga, Ont., took a charge on the other end for Oregon (31-5).

Brooks also found his shooting stroke as he typically does and scored 19 points despite a 7-for-20 shooting day. Dorsey made nine of 10 shots with four three-pointers.

Brampton, Ont.'s Dylan Ennis added seven points for the Ducks.

Rhode Island nearly scrapped and hustled its way into the next round, with Stanford Robinson matching his career high of 21 points as the Rams (25-10) had their nine-game winning streak snapped to end the season.

Oregon advances to play Thursday against seventh-seeded Michigan at Kansas City.

At Greenville, S.C., Sindarius Thornwell had 24 points and seventh-seeded South Carolina stunned No. 2 seed Duke 88-81 in the East.

The Gamecocks (24-10) trailed by 10 points early in the second half after one of its coldest shooting stretches of the season to start. But behind Thornwell's outside shooting, South Carolina rallied to win two NCAA games for the first time in 44 years.

THE ASSOCIATED PRESS

SUNDAY In Sacramento

OREGON	U.R.I.
75	72

NO. 1 AND DONE

Villanova, the overall No. 1 seed in the tournament and defending champions, bowed out on Saturday after losing 65-62 to eighth-seeded Wisconsin in the East Region.

Tyler Dorsey of the Oregon Ducks drives to the basket against Cyril Langevine of the Rhode Island Rams on Sunday.

JAMIE SQUIRE/GETTY IMAGES

U SPORTS HOCKEY

Pandas top McGill in 2-OT thriller

Rookie defenceman Taylor Kezama scores 8:13 into double overtime as the University of Alberta Pandas defeated the McGill Martlets 2-1 on Sunday to win the U Sports women's hockey championship.

It's the eighth national title in the program's history, which is the most all-time in U Sports, and first since 2010.

Amy Boucher also scored for No. 6 Alberta while fifth-year goalie Lindsey Post made 40 saves in her final career game, earning her first national championship.

Melodie Daoust found the back of the net for the No. 4 Martlets. Tricia Deguire stopped 24 of 25 shots before being beaten on the 26th for the game winner.

Earlier in the day, Amelia Boughn stopped all 21 shots she faced to help lift the top-ranked UBC Thunderbirds to a 2-0 win over the No. 7 Concordia Stingers for the bronze medal.

Cassandra Vilgrain and Logan Boyd scored for UBC with both goals coming on the power play.

Vilgrain gave the Thunderbirds a 1-0 lead 17:42 into the first and Boyd padded the advantage with less then three minutes remaining in the third period. THE CANADIAN PRESS

SUNDAY In Napanee, Ont.

PANDAS	MARTLETS
2	1

IN BRIEF

Manchester City salvages draw with Liverpool

Sergio Aguero's 69th-minute goal rescued a point for Manchester City in a 1-1 draw against Liverpool on Sunday in a gripping Premier League game between two teams battling for Champions League qualification.

The Argentina striker turned home Kevin De Bruyne's pinpoint cross as City fought back from conceding a penalty converted by former player James Milner in the 51st minute. THE ASSOCIATED PRESS

Harvey wins cross-country silver in hometown

Norway's Johannes Klaebo edged Canada's Alex Harvey in a photo finish to win the 15-kilometre pursuit race Sunday at the cross-country skiing World Cup finals.

Both finished in 32 minutes 44.5 seconds but Klaebo took it in the photo finish in Quebec City.

Niklas Durhaug was third by only a tenth of a second.

Harvey finished second on the season in distance races behind Martin Sundby of Norway. THE CANADIAN PRESS

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MAKE IT TODAY

Refreshing Blueberry and Kale Smoothie

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

You know what they say, just a cup of frozen blueberries help the kale go down. Or something like that. This morning shake is so delish you won't be thinking about all the vitamins and minerals.

Ready in 5 minutes
Serves 2

Ingredients
- 1 cup almond milk
- 1 tsp honey
- 1 cup frozen blueberries
- 1 cup frozen chopped kale
- 1 banana, peeled
- 1 Tbsp Greek-style yogurt

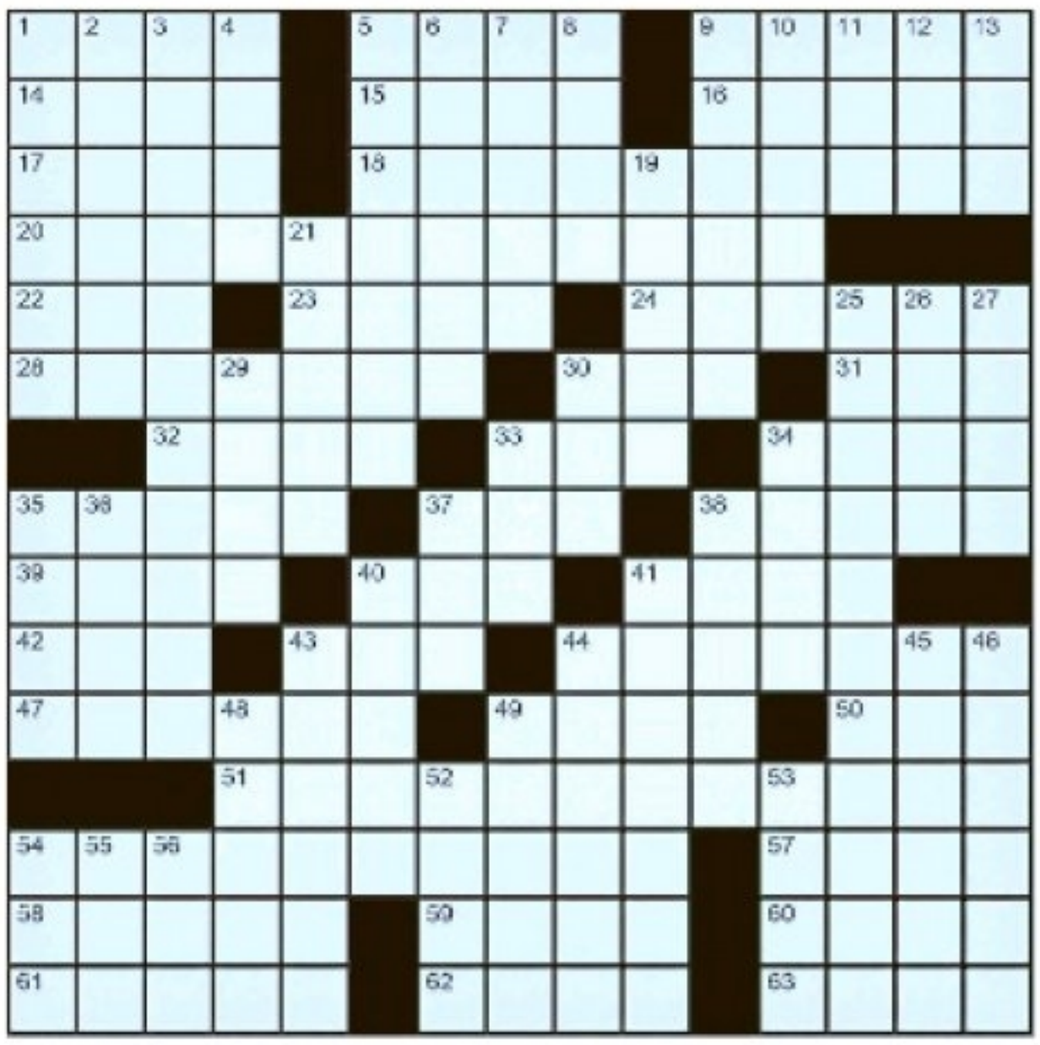
Directions

1. Place the almond milk, honey, blueberries, kale, banana and yogurt in a blender and whiz until smooth.

FOR MORE MEAL IDEAS, VISIT SWEETPOTATOCHRONICLES.COM

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. 'Lait' in London
5. Actor/director Mr. Reiner
9. Acclaim
14. City of France
15. Stuff in fertilizer
16. 'R' of US state RI
17. Kellogg's waffle brand
18. Like the red soil of Prince Edward Island: 3 wds.
20. The 'Journey Prize' is one of the 10 literary awards bestowed by The __ of Canada
22. Belonging to Irish writer George William Russell's pen name
23. New York baseballers
24. Pony's place
28. __ of the Northern Lights (Canadian comic book superheroine introduced in 1941)
30. "Absolutely."
31. Mr. Romano
32. Dismounted
33. Hipster's home
34. __ fide
35. Copper, for one
37. Crow cry
38. Cod-like fishies
39. "__ be surprised!"
40. Method
41. Concern
42. Lady's titled man
43. Oomph
44. Airport landing ways
47. Playwright, Eugene __ (b.1888 - d.1953)
49. Pubs
50. Moo __ pork (Takeout dish)
51. Waterway upon which Edmonton sits, North __ River
54. Tomatoes-on-toast
57. Camera part, __ cover
58. Scoundrel
59. Royal's restrooms
60. Immobilizing spray
61. Additional
62. Fors
63. Proofreader's 'leave in'

DOWN
1. Canadian celebrity chef Mark, born in Buffalo, New York
2. "My feelings exactly.": 2 wds.
3. Since-1913 Edmonton edifice, Alberta __ Building
4. Contorted cord creation
5. Of these times, as world events
6. Record label Clive Davis founded
7. Elongated squares, for short
8. Bert of "The Wizard of Oz" (1939)
9. Surrealist artist Max, and surnamesakes
10. Tony-winning performer Ms. Rivera
11. Country legend
Ms. Lynn, to pals
12. Flurry
13. Five-and-Five
19. "Somebody That __ to Know" by Gotye
21. Surfer's correspondence
25. Excreted the effects of exercising: 3 wds.
26. "Penny __" by The Beatles
27. Young hawk
29. __ the Impaler
30. Move off course
33. Salary
34. Brewery yeast
35. "__-Called Life"
36. Irish actor Mr. Macken
37. Mushroom's topper
38. Abrasive
40. Language spoken in Cardiff
41. Scavenger's serving
43. One setting something in position
44. 1981 Rolling Stones album: '__ You'
45. Opportunity
46. Towards the end of the day marvel
48. Matter that matters
49. Ulan __ (Mongolia's capital)
52. Seaweed sort
53. Traditional trees
54. Rob to Khloe, for short
55. Decay
56. Friend of 'feh'

✷ IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

♈ **Aries** March 21 - April 20
This is your hour! The Sun will be in your sign for the next four weeks, boosting your energy and attracting positive situations and people to you. Happy birthday!

♉ **Taurus** April 21 - May 21
During the next month, you will be more low-key. However, this is an excellent time to strategize and plan ahead for the new year (birthday to birthday). Do you have any ideas?

♊ **Gemini** May 22 - June 21
Today you enter a four-week window of time that will be very popular for you. Enjoy schmoozing with others. Join clubs, groups, classes and associations.

♋ **Cancer** June 22 - July 23
During the next four weeks, the Sun is at the top of your chart, shining a flattering light on you. Use this to your advantage, and ask bosses and parents for what you want.

♌ **Leo** July 24 - Aug. 23
Try to travel in the next four weeks, because you want to get outta Dodge. You need a change of scenery and a chance to learn something new!

♍ **Virgo** Aug. 24 - Sept. 23
Red-tape issues about inheritances and shared property will be your primary focus for the next four weeks. Taxes, debt and insurance issues also will be on your mind.

♎ **Libra** Sept. 24 - Oct. 23
Throughout the next four weeks, you will need more sleep than usual. Respect your need for more rest. Chill out.

♏ **Scorpio** Oct. 24 - Nov. 22
Work to get better organized during the next four weeks, because this will make you feel great. You want your life to run more smoothly and efficiently.

♐ **Sagittarius** Nov. 23 - Dec. 21
It's playtime! Vacations, romance, love affairs, the arts and fun activities with children are your primary focus throughout the next four weeks. Lucky you!

♑ **Capricorn** Dec. 22 - Jan. 20
Home, family and your private world will be your main focus in the next four weeks. You will cocoon at home more often. Family issues will be at the forefront.

♒ **Aquarius** Jan. 21 - Feb. 19
A busy pace begins now and lasts for the next four weeks. Short trips, increased reading and writing, errands and discussions with everyone will fill your schedule.

♓ **Pisces**
Feb. 20 - March 20
Think of how to boost your earnings in the next four weeks as your mind turns to cash flow and assets. This also is a good time to think about what really matters in life.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

	1		4	3				
					2	8		6
	7				6			
	3	5		2				1
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8				4		6	2	
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